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~~ECONOMIC COMMISSION FOR AFRICA~~

Third Meeting of the Co-ordinating Committee of the Cairo-Gaborone Trans-East African Highway Authority

Addis Ababa, 15--20 December 1980

Agenda item 5

LG/NAIROBI

ESTABLISHMENT OF THE CAIRO-GABORONE TRANS-EAST AFRICAN HIGHWAY AUTHORITY

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M80-3014

ESTABLISHMENT OF THE CAIRO-GABORONE TRANS-EAST AFRICAN HIGHWAY AUTHORITY

Introduction

1. The Co-ordinating Committee of the Cairo-Gaborone Trans-East African Highway, meeting in Khartoum, the Sudan from 13-16 March 1978, adopted a resolution calling for the establishment of the Cairo-Gaborone Trans-East African Highway Authority. It also approved the final text of constitution of the Authority. (The resolution and the constitution are attached as annex I).

2. Due to the declaration of the United Nations Transport and Communications Decade in Africa and the launching of its phase I programme it was not possible for the secretariat to convene a meeting of the Co-ordinating Committee in 1979 as originally planned, which consequently delayed the establishment of the Trans-East African Highway Authority.

3. The Economic Commission for Africa, in an effort to accelerate the establishment of the Trans-East African Highway Authority and ensure its proper functioning, has prepared the following document for review and approval of member States.

(a) Proposed organizational structure of the Authority, complete the terms of reference of senior officials and other professionals; the proposed work programme for the first year and the Authority's budget estimate for the first four years (annex II).

(b) Typical Headquarters Agreement (annex II): (As the Trans-East African Highway Authority would be considered a supra-national entity, its international staff would need to be provided with the immunity and freedom of movement usually enjoyed by international civil servants and diplomatic staff. For these and other benefits, a "Headquarters Agreement" has been prepared and attached, for review and acceptance.)

ACTION REQUIRED

4. The secretariat would like to point out that the following actions need to be taken forthwith by the Co-ordinating Committee in order to hasten the establishment of the Trans-East African Highway Authority:

(a) Determination of the location of the Headquarters of the Authority;

(b) Signing of the Constitution of the Authority
(The text of the Constitution of the Cairo-Gaborone Trans-East African Highway Authority was adopted during Khartoum meeting in 1978);

(c) Establish the official date of commencement of work of the Authority;

(d) Approve the programme of work, the organizational structure, staffing schedule and proposed budget of the Authority.

RESOLUTION OF THE TRANS-EAST AFRICAN HIGHWAY AUTHORITY

The Trans-East African Highway Co-ordinating Committee, at its second meeting held at Khartoum, the Sudan, from 13 to 16 March 1978,

Considering the imperative need to continue efforts to achieve the implementation of the Trans-East African Highway project and the feeder links for the integration of neighbouring States,

Believing that the implementation of the later stages of the Trans-East African Highway project and its feeder links requires the establishment of an operational body entrusted with responsibilities that can not be entrusted to the present Trans-East African Highway Co-ordinating Committee or the ECA Trans-African Highways Programme,

1. Strongly recommends that a Trans-East African Highway Authority, whose constitution is annexed to the present resolution, should be established;

2. Further recommends that funds should be made available for the operational expenses of this body;

3. Invites the Executive Secretary of ECA to undertake consultations with member States with a view to establishing the Trans-East African Highway Authority before the end of 1979.

ORGANIZATION OF THE TRANS-EAST AFRICAN HIGHWAY AUTHORITY

1. First year programme of work of the Trans-East African Highway Authority

A. Introduction

1. One of the first tasks of the Trans-East African Highway Authority is to carry out, on priority basis, a complete inventory of the Cairo-Gaborone Trans-East African Highway and its feeder roads to enable the Authority to make a meaningful assessment of current and long-range needs; and a reliable and realistic estimate of costs for studies, implementation and highway maintenance; and establish priorities for improvements.

2. The Authority will use its own staff and such consultants as may be made available to it through national, bilateral and international assistance, or subsidiary bodies established by the Governing Council such as the Research and Development Committee, whose functions include data collection and/or analysis and dissemination, the Authority will establish and maintain accurate information on the Trans-East African Highway system, including formation widths, grades, conditions of road and structure, critical geometric features; and any available services on the Trans-East African Highway and its feeders such as lodging, accommodation, fueling and vehicle service facilities or potential road side development sites. Inventory is the basic activity required for planning purposes and for identifying priority projects; it is a continually ongoing operation which needs to be updated annually to assure reliable current information.

Project development

3. Co-ordination work of "studies" and "implementation" projects of the Trans-East African Highway shall be organized and launched by the Authority during the first fiscal year of its establishment and may best be accomplished through the Project Development Committee, so as to draw on available national knowledge and expert human resources. Previous knowledge of existing conditions of unimproved segments of the Trans-East African Highway and its feeders should enable it to identify "study" or "implementation" projects quickly, assess likely funding sources, national and/or otherwise, and through the Governing Council and the Advisory Board, approach financial institutions for assistance.

4. As the state of maintenance of highways in Africa in general, and the Trans-East African Highway system in particular appears to be grossly defective and there is an accumulated backlog of postponed maintenance activity, one of the primary concerns of the Authority should be to mobilize resources for maintenance and allocate these to determined deficiencies, whether it is in the institutional, equipment, manpower, or spares areas; or combinations of these and others.

Facilitation and standardization

5. Highway travel and trade throughout Africa continues to be impeded by physical and non-physical obstacles, and the Trans-East African area is no exception.

The Trans-East African Highway and its influence area should be studied to determine the extent of administrative and legal barriers and to formulate methods of eliminating or minimizing such barriers.

6. The Trans-East African Highway Authority should then attempt programmed implementation activities of any proposals and recommendations and involving all the member States, preferably through the establishment of the "Inter-State Facilitation Commission" and the "Highway Standards Committee". These subsidiary bodies may in turn be assisted by subcommittees at the national level.

7. The Facilitation Commission's primary objective should be to attempt to provide maximum freedom of transit, with particular attention paid to the provision of free and unrestricted access from Cairo to Gaborone and vice-versa. Specifically, the Inter-State Facilitation Commission should conduct a census of existing treaty arrangements between member countries regarding customs, immigration, exchange control, etc., in an effort to bring about common acceptance by all member countries of the relevant agreement where this is at present lacking. The Trans-East African Highway Authority shall then endeavour to effectuate accession to all international conventions and agreements governing international trade and travel, including, but not limited to, importation of goods, immigration, foreign exchange facilitation, visas, border formalities; and road-side development including rest houses, camp sites, vehicle service and repair facilities and adequate security. The Authority, preferably through its Standardization Committee, will endeavour to bring about agreement by all member States on uniform design standards as regards volume capacity, weight capacity and traffic convenience (design speed, minimum widths, maximum gradients, curvatures, design loadings and uniform traffic signs and markings).

Special note

8. The effectiveness of the action programme proposed will depend, to a great extent, upon the financial and human resources initially mobilized for its operation. It is possible that some of the activities in the annual programme may spill over to the following years. A bar chart has therefore been prepared indicating in general terms the probable programme of action for the full four-year term. Although the chart is a simple bar diagram and self-explanatory, it should be pointed out that shaded areas indicate intensive activity for that particular item of work and are subject to adjustment, depending on a lot of variables.

Milestone conferences are foreseen, as indicated on the bar diagram, (vertical bands) at the end of the second year 1982, and again in the middle of the fourth year, the latter to assess the work accomplished in the first phase (four years) of the Trans-East African effort, and to chart out action programmes for the next four to five years.

B. Programme summary, Fiscal

9. Highway inventory and O.D. Studies

(a) Preparatory activity and launching of the inventory and data collection effort; processing, analysis and proper storage of the information obtained. Initiate origin and destination surveys particularly in areas of intense traffic flow.

(b) Establishment of the "Research and Development Committee", and commencement of research work and/or co-ordination of research already initiated on local road building materials, on the use of modern technology such as remote sensing techniques in highway design, and generally on the transfer of technology to Africa in the field of highway engineering and construction.

10. Project development

(a) Detailed engineering study and/or co-ordination of such studies already initiated at the national level, to improve and upgrade substandard or deteriorated sections of the Trans-East African Highway.

(b) Feasibility and pre-investment studies of selected sections of the feeder roads to the Cairo-Gaborone Trans-East African Highway.

(c) Negotiation, through the Governing Council, with co-operating industrialized countries and financial institutions, to mobilize funds for feasibility study, detailed engineering design and improvement projects.

11. Facilitation

Initiate programme for removing administrative and legal barriers to travel and trade on the Trans-East African Highway, including:

(a) the establishment of an Inter-State Facilitation Commission, and any other national committees that would work to facilitate international travel and trade;

(b) the drafting of agreements, treaties and any other legal instruments that would minimize, if not altogether eliminate non-physical barriers, including but not limited to:

(i) Road Transport Permits Agreement;
(ii) African Driving Licence Agreement;
(iii) Inter-African Vehicle Insurance Agreement (green card);
(iv) Inter-State Transit Systems Agreement;
(v) Convention on Free Movement of Persons and Goods; and
(vi) Border Post Currency Exchange Agreement.

(c) the establishment of a Standardization Committee, monitoring and supervising the preparation of the African Highway Code in its final draft form; promotion of traffic safety, including the erection of uniform traffic signs and markings on the Trans-East African Highway and its feeders; promotion of size and weight control measures and the establishment of highway patrols to discourage illegal axle loads and excessive speeds, respectively, on the Trans-East African Highway and its feeder roads.

12. General

(a) meetings, conferences, seminars, training courses, and working groups;

(b) through the Research and Development Committee, initiation of research projects on local road building materials, on transfer of technology, including the application of remote sensing techniques to highway engineering; the development of local road construction enterprises;

(c) acquisition of experts, consultants and other professionals, preferably through bilateral technical assistance.

2. Organization of the Cairo-Gaborone Trans-East African Highway Authority

13. The organizational chart which had been prepared by ECA for the Trans-East African Highway Authority, relfects the spirit and letter of the Constitution of the Authority, and its current and immediate future workload.

14. The Authority is headed by a Director General and has two main departments under it, the Department of Administration and the Technical Department, each headed by a Director. The Technical Department is in turn subdivided into two Divisions, "Engineering" and "Operations" Divisions, while the Department of Administration is assisted by the Finance and Personnel Division. Each of the three Divisions is headed by a Division Chief.

Functions

15. Activities assigned to the Department of Administration include:

(a) Fiscal matters (budgeting, accounts, procurement, disbursement and internal auditing); and

(b) Personnel functions, under which general services activities are incorporated.

Activities under the Technical Department are:

(a) Engineering (project development, including planning, co-ordinated feasibility and detailed engineering studies, research and development, and project programming), and

(b) Operations, (construction, maintenance, road-side development). Subsidiary bodies have been provided to deal with project development, standardization, facilitation and research and development.

16. The secretariat is of course responsible to the Governing Council, who will appoint, in addition to the Director General and Deputy Director General, the Controller, whose duties include administration of the finances of the Authority, and an External Auditor, who will be engaged for a maximum of two months per year to audit the accounts of the Authority. The Council will also appoint a legal adviser who will work directly under the Deputy Director General, and will have the rank of a division chief, and all other professionals. The Constitution and therefore the organizational chart, provides for an Advisory Board, who will advise the Governing Council on the activities and work programmes of the Authority, and the financing of its projects.

Staffing

17. The organizational chart is designed to provide for the posts of a director general, a deputy director general, two directors, three division chiefs, a Legal adviser with the rank of a division chief, and several professional, secretarial and general service positions. Not all of the positions are meant to be filled at once, nor is the chart designed to be rigid, and final. Like any other dynamic organization, the Trans-East African Highway Authority's organizational structure will be flexible and subject to subsequent adjustment by the Governing Council.

18. The Authority will start off year 1 with a modest yet adequate staff, commensurate with its work load and action programme. The staffing schedule foresees that some staff members will assume additional responsibilities over and above their nominal positions: The Deputy Director General will fill the post of Director of Administration and that of the Chief of Finance and Personnel Division in year 1. The Director of Technical Services would double up as the Chief Engineer in year 1, and as Chief of Operations in years 1 to 3, inclusive. The Authority will approach the Governing Council to make adjustments as it sees fit, and fill the vacant posts as the needs arise. It is hoped however that many of the professional posts will be filled by consultants under bilateral assistance, in which case counterpart personnel should be recruited from member and associate member States and assigned to work with each expatriate consultant, whenever this is considered feasible.

The budget estimate

19. The estimated budget covering the first four years of operation of the Trans-East African Highway Authority reflects the organizational pattern and programmed activity of the Authority. Salary and benefit estimates are based on OAU and international scales.

20. It is expected that some consultants and experts would be made available from external technical assistance sources in which case the total estimate shown may be altered.

21. Any budget is only an estimate, an attempt to quantify programmed activity over a given period of time. The estimated budget of the Cairo-Gaborone Trans-East African Highway Authority would be critically appraised by participants and approved as presented or with ammendments.

2. Budget work sheet:

The exercise to work out details of the budget estimate of the Cairo-Gaborone Trans-East African Highway Authority has been based on (a) the following base salaries of professionals and (b) OAU scales for general service catagories.

(a) the Director General; - (18,000 per annum)
(b) the Deputy Director General; - (16,000 per annum)
(c) a director, - (14,000 per annum)
(d) a division chief, (13,000-13,500 per annum); and
(e) a professional staff member - (12,500-13,000 per annum)

are given below.

(a) Director General

		1981	1982	1983	1984
Base salary		18,000	18,500	19,000	19,500
Post adjustment		3,250	3,350	3,450	3,550
Assignment allowance		2,000	2,000	2,000	2,000
Dependency allowance		900	900	900	900
Education grant		4,500	4,500	4,500	4,500
Installation grant		2,700			
Commutation of annual leave		2,100	1,150	1,200	1,250
Travel on recruitment and return with family		5,000			5,000
Unaccompanied shipment of household goods, two-ways		4,500			
Repatriation grant		1,400	1,500	850	800
Transport of car		300			800
Travel		15,000	15,000	15,000	15,000
Pension fund contribution		3,850	4,000	4,125	4,250
Life insurance (subsidy)		100	100	100	100
Medical insurance (subsidy)		250	250	250	250
14 per cent administrative overhead charges		9,010	7,176	7,194	7,995
Total	255,491	73,370	58,426	58,579	65,106

(b) Deputy Director General

	1981	1982	1983	1984
Base salary	16,000	16,450	16,900	17,350
Post adjustment	2,700	2,750	2,800	2,850
Assignment allowance	2,000	2,000	2,000	2,000
Dependency allowance	900	900	900	900
Education grant	4,500	4,500	4,500	4,500
Installation grant	2,700			

		1981	1982	1983	1984
Travel on recruitment and return with family		5,000			5,000
Unaccompanied shipment of household goods, two ways		4,500			
Commutation of annual leave		1,750	950	100	1,050
Repatriation grant		1,200	1,250	700	500
Transport of car		800			
Travel		15,000	15,000	15,000	15,000
Pension fund contribution		3,100	3,200	3,300	3,400
Life insurance (subsidy)		40	40	40	40
Medical insurance (subsidy)		310	310	310	310
14 per cent administrative overhead charges		8,319	6,671	6,601	7,497
Total	234,770	67,739	54,021	53,151	59,867
(c) Director					
Base salary		14,000	14,400	14,800	15,200
Post adjustment		2,124	2,196	2,268	2,340
Assignment allowance		2,000	2,000	2,000	2,000
Dependency allowance		900	900	900	900
Education grant		4,500	4,500	4,500	4,500
Installation grant		2,700			
Travel on recruitment and return with family		5,000			5,000
Unaccompanied shipment of household goods, two ways		4,500			
Commutation of annual leave		1,370	756	805	850
Repatriation grant		917	980	555	100
Transport of car		800			
Travel		10,000	10,000	10,000	10,000
Pension fund contribution		2,302	2,399	2,497	2,600
Life insurance (subsidy)		37	37	37	37
Medical insurance (subsidy)		393	393	393	393
14 per cent administrative overhead charges		6,941	5,126	5,857	6,192
Total	199,115	58,484	43,687	44,612	52,332

(d) Division Chief, Controller, Legal Adviser

	1981	1982	1983	1984
Base salary	13,500	13,850	14,200	14,550
Post adjustment	2,124	2,196	2,268	2,340
Assignment allowance	2,000	2,000	2,000	2,000
Dependency allowance	900	900	900	900
Education grant	4,500	4,500	4,500	4,500
Installation grant	2,700			
Travel on recruitment and return with family	5,000			5,000
Unaccompanied shipment of household goods, two ways	4,500			
Commutation of annual leave	1,370	756	805	850
Repatriation grant	917	930	555	300
Transport of car	800			
Travel	10,000	10,000	10,000	10,000
Pension fund contribution	2,302	2,399	2,497	2,600
Life insurance (subsidy)	37	37	37	37
Medical insurance (subsidy)	393	393	393	393
14 per cent administrative overhead charges	6,941	5,126	5,857	6,192
Total	196,795 57,934	43,137	44,012	51,662

(e) Professional staff

Base salary	13,000	13,300	13,600	13,900
Post adjustment	2,124	2,196	2,268	2,340
Assignment allowance	2,000	2,000	2,000	2,000
Dependency allowance	900	900	900	900
Education grant	4,500	4,500	4,500	4,500
Installation grant	2,700			
Travel on recruitment and return with family	5,000			5,000
Unaccompanied shipment of household goods, two ways	4,500			
Commutation of annual leave	1,370	756	805	850
Repatriation grant	917	930	555	300
Transport of car	800			
Travel	10,000	10,000	10,000	10,000
Pension fund contribution	2,302	2,399	2,497	2,600
Life insurance (subsidy)	37	37	37	37
Medical insurance (subsidy)	393	393	393	393
14 per cent administrative overhead charges	6,941	5,126	5,857	6,192
Total	194,545 57,534	42,587	43,412	51,012

Details of the budget of the Trans-East African Highway Authority

		Total	1981	1982	1983	1984
1.	Director General	255,490	73,370	58,436	58,579	65,105
2.	Deputy Director General	234,778	67,739	54,021	53,151	59,867
3.	Controller	196,795	57,984	43,137	44,012	51,662
4.	External Auditor	23,000	4,000	5,000	6,000	8,000
5.	Director of Administration	58,484	-	-	-	58,484
6.	Director, Technical Services	199,115	58,484	43,687	44,612	52,332
7.	Chief, Personnel and Finance Division	145,133	-	57,984	43,137	44,012
8.	Chief Engineer	145,133	-	57,984	43,137	44,012
9.	Chief, Operations Division	57,984	-	-	-	57,984
10.	Budget Officer (OAU/GS.7)	15,480	3,150	3,630	4,110	4,590
11.	Accountant	15,480	3,150	3,630	4,110	4,590
12.	Budget Controller	10,890	-	3,150	3,630	4,110
13.	Secretary (bilingual) (OAU/CL.4)	27,480	6,420	6,720	7,020	7,320
14.	Administrative Assistant	50,420	11,750	12,320	12,890	13,460
15.	Secretary (stenographer)	27,480	6,420	6,720	7,020	7,320
16.	Driver (OAU/GS.3)	4,880	950	1,130	1,310	1,490
17.	Driver	4,880	950	1,130	1,310	1,490
18.	Driver	4,880	950	1,130	1,310	1,490
19.	Storekeeper	15,480	3,150	3,630	4,110	4,590
20.	Security Officer	4,880	950	1,130	1,310	1,490
21.	Security Officer	4,880	950	1,130	1,310	1,490
22.	Security Officer	4,880	950	1,130	1,310	1,490
23.	Security Officer	4,880	950	1,130	1,310	1,490
24.	Janitor	4,880	950	1,130	1,310	1,490
25.	Janitor	4,880	950	1,130	1,310	1,490
26.	Design Engineer	57,534	-	-	-	57,534
27.	Transport Economist/Planner	194,545	57,534	42,587	43,412	51,012
28.	Legal Adviser	196,795	57,984	43,137	44,012	51,662
29.	Research Engineer	57,534	-	-	-	57,534
30.	Secretary (OAU/GS.6)	11,360	2,300	2,660	3,020	3,380
31.	Construction/Maintenance Engineer	194,545	57,534	42,587	43,412	51,012
32.	Roadside Development Expert	57,534	-	-	-	57,534
33.	Traffic Engineer	57,534	-	-	-	57,534
34.	Consultant	143,533	-	57,534	42,587	43,412
35.	Secretary/Typist (OAU/GS.5)	9,100	1,825	2,125	2,425	2,725
	TOTAL	2,502,556	481,344	560,849	526,176	934,187

22. Summary of budget estimates 1981-1984

		Total	1981	1982	1983	1984
(1)	Professional services and administrative support	2,502,556	481,344	560,849	525,176	934,187
(2)	Travel	230,000	80,000	50,000	80,000	70,000
(3)	Meetings	80,000	60,000	20,000	20,000	20,000
(4)	Equipment	50,000	30,000	10,000	5,000	5,000
(5)	Operation and maintenance	20,000	5,000	5,000	5,000	5,000
(6)	Miscellaneous	5,000	2,000	1,000	1,000	1,000
	Sub-total	2,977,556	658,344	646,849	637,176	1,035,187
(7)	Host Government's contribution in kind: rent of premises, including residences for Director General and Deputy Director General	320,00	75,000	75,000	85,000	85,000
	GRAND TOTAL	3,297,556	733,344	721,849	722,176	1,120,187

3. Proposed terms of reference of officials and professionals

I. CAIRO-GABORONE TRANS EAST AFRICAN HIGHWAY AUTHORITY

Post of Director General

(Post No. TEAHA-01)

Duty station:

Deadline for submission of applications:

Date of entry on duty:

Candidates must be nationals of member States of the Cairo-Gaborone Trans-East African Highway Authority. Applications should be sent to the Executive Secretary of the United Nations Economic Commission for Africa, P.O. Box 3001, Addis Ababa, Ethiopia.

Qualifications:

Applicants for the post of Director General of the Cairo-Gaborone Trans-East African Highway Authority must:

(a) Have a post-graduate degree in civil engineering and at least ten (10) years' experience in road construction and maintenance;

(b) Have been responsible for the preparation, supervision and monitoring of road construction and maintenance work for at least five years;

(c) Have wide experience of administration and management and also of the drawing up of contracts;

(d) Have a good knowledge of French or English and be able to write well in that language. He must also have a fairly good knowledge of the other language;

(e) He must have leadership qualities.

Duties and responsibilities:

The Director General is the chief administrative officer of the General Directorate of the Cairo-Gaborone Trans-East African Highway Authority and is responsible for its smooth operation. He shall be assisted by an Assistant Director General.

His main duties are to:

(i) Convene sessions of the Governing Council, the Advisory Board and such subsidiary organs as may be created and to provide secretariat services for them;

(ii) Prepare the draft programme of activities of the Authority and of its organs for presentation to the Governing Council;

(iii) Prepare and submit to the Governing Council for approval an annual statement of account and estimates of the income and expenditure of the organs of the Authority;

(iv) Implement the decisions of the Governing Council, particularly those relating to the programme of activities.

Terms of service

The Director General of the Authority shall be given a four-year contract renewable by mutual agreement. He shall be governed by the Staff Rules of the Authority which shall be adopted by the Governing Council.

Salary and other benefits:

The salary, which is based on that of OAU officials, shall be equivalent to that of the Directors of the Regional Bureau of OAU. It shall be in the range of $US 17,140 and 20,000 per annum net.

The benefits are similar to those enjoyed by OAU officials.

II. CAIRO-GABORONE TRANS-EAST AFRICAN HIGHWAY AUTHORITY

Post of Assistant Director General

(Post No. TEAHA-02)

Duty station:

Deadline for submission of candidacies:

Date of entry on duty:

Candidates should be nationals of the member States of the Cairo-Gaborone Trans-East African Highway Authority.

Applications should be sent to the Executive Secretary of the United Nations Economic Commission for Africa, P.O. Box 3001, Addis Ababa, Ethiopia.

Qualifications:

Candidates for the post of Assistant Director General of the Cairo-Gaborone Trans-East African Highway Authority should:

(i) Have a post-graduate degree in economics of or civil engineering and have at least seven (7) years professional experience in either field;

(ii) Have carried out senior administrative functions, for example as Secretary General for Administration of a Government or Director of a national engineering service for at least five (5) years;

(iii) Have a good knowledge of French or English and be able to write well in that language and a fairly good knowledge of the other.

Duties and responsibilities:

The Assistant Director General of the Cairo-Gaborone Trans-East African Highway Authority is the second most senior official of the Authority. As such, he assists the Director General in the performance of his duties particularly those of an administrative nature.

Inter alia:

(i) He shall act as Director General of the Cairo-Gaborone Trans-East African Highway Authority in the absence of the Director General;

(ii) He shall at other times assume such duties normally performed by the Director General as the latter may delegate to him.

Salary and other benefits:

The annual salary is in the range of $US 16 000 to 18 000 net and corresponds to the grade of Division Chief in the Organization of African Unity.

The benefits are similar to those enjoyed by OAU officials.

III. CAIRO-GABORONE TRANS-EAST AFRICAN HIGHWAY AUTHORITY

Post of Financial Controller

(Post No. TEAHA 03)

1. Duty station:

2. Deadline for application:

3. Date of entry on duty:

4. Special note:

(a) Candidates must be nationals of a member or an associate member State;

(b) Applications should be sent to the Executive Secretary, United Nations Economic Commission for Africa, P.O. Box 3001, Addis Ababa, Ethiopia.

5. Qualifications:

Candidates for the post of Financial Controller of the Cairo-Gaborone Trans-East African Highway Authority must:

(a) have a post-graduate degree in Economics or Public Administration with a major in Public Finance;

(b) have at least eight years' experience in public accounting and financial administration;

(c) have held a high-level post in his national government, with special exposure to government accounting and auditing;

(d) be fluent in English or French; a working knowledge of the other is desirable.

6. Duties and responsibilities:

The Financial Controller shall:

(a) be responsible for administering the finances of the Authority and its general directorate, and for ensuring that this is done in conformity with the decisions of the Governing Council to which he shall report, although administratively he shall be under the supervision of the Director General of the Authority;

(b) ensure that the accounts and registers faithfully record the receipts and expenditures of the Authority and its organs;

(c) generally supervise and guide the activities of accounting, costing, pre-auditing, financial posting and registering of the Authority's finances;

(d) receive and promptly transmit to the Governing Council the report of the Auditors, together with his own report;

(e) assist the Director General and his Deputy in the careful preparation of the Authority's budget, as well as control expenditures to ensure that funds are spent for authorized, approved and programmed work and not misused or misappropriated;

(f) perform other related duties as required or as requested by the Director General and the Deputy Director General for the success of the operations of the Authority.

7. Duration of contract:

The Financial Controller of the Authority shall be given a contract for four years, renewable by mutual agreement.

8. Salary and other benefits:

The net base salary of the Financial Controller shall be from $US 13,000 to $US 13,500 per annum, plus prescribed annual allowances for post adjustment, installation and repatriation grants, dependency and education allowances and such other emoluments as are normally paid to an international civil servant.

IV. CAIRO-GABORONE TRANS-EAST AFRICAN HIGHWAY AUTHORITY

Services of the External Auditor
(Post No. TEAHA 04)

1. Place of work:

2. Deadline for application:

3. Period required: (for approximately two months)

4. Special note:

(a) Preference for performing the annual audits of the Authority shall be given to nationals or organizations of member or associate member States of the Cairo-Gaborone Trans-East African Highway Authority;

(b) Applications for performing the annual audits of the Trans-East African Highway Authority should be submitted to the Executive Secretary, United Nations Economic Commissionnfor Africa, P.O. Box 3001, Addis Ababa, Ethiopia.

5. Qualifications:

Applicants for the performance of yearly audits of the Authority must:

(a) have a post-graduate degree with a major in public finance;

(b) be a chartered (or certified) public accountant, duly registered with the appropriate national authorities;

(c) be a high-level national administrator in his country with expertise in specialized government audit processes;

(d) be fluent in English or French, with a working knowledge of the other.

6. Duties and responsibilities:

The External Auditor appointed by the Governing Council or his duly authorized representative shall audit the accounts of the Authority, including all records of receipts and expenditures on the basis of statements of accounts transmitted to him, and shall send the certified statements along with his report to the Controller for submission to the Governing Council.

Specifically, the External Auditor shall audit the books, registers, statements and all other documents pertaining to the Authority's accounts and establish all of the internal procedures and controls, including post-audit and store procedures.

7. Duration of contract:

The External Auditor of the Authority shall be appointed for four years, renewable annually by mutual agreement.

8. Payment for services:

The External Auditor shall be paid an initial lump sum amount not to exceed $US 4,000 net in 1981, with a minimum annual increment of 10 per cent thereafter for the next three years.

V. CAIRO-GABORONE TRANS-EAST AFRICAN HIGHWAY AUTHORITY

Post of Director, Technical Services

(Post No. TEAHA 05)

1. Duty station:

2. Deadline for application:

3. Date for entry on duty:

4. Special note:

(a) Candidates must be nationals of a member or an associate member State;

(b) Applications should be sent to the Executive Secretary, United Nations Economic Commission for Africa, P.O. Box 3001, Addis Ababa, Ethiopia.

5. Qualifications:

Candidates for the post of Director, Technical Services of the Cairo-Gaborone Trans-East African Highway Authority must:

(a) be a university graduate in civil engineering with a minimum of five years' experience in highway design, construction and/or maintenance;

(b) have held progressively responsible posts in the national highway agency or department, with both office and field experience;

(c) be fluent in either English or French, with a working knowledge of the other.

6. Duties and responsibilities:

The Director of Technical Services, as head of the technical arm of the Authority, who will initially serve also as the Chief Engineer and Chief of Operations, will be responsible for the co-ordination of the physical improvement of the infrastructure of the Cairo-Gaborone Highway and its feeders and shall be one of the key professional staff of the Authority.

He shall, inter alia:

(a) primarily review the current physical situation of the Trans-East African Highway and identify the needs and prospects for its ultimate development to an international highway standard;

(b) undertake related studies, including prefeasibility and detailed engineering studies of substandard sections of the Trans-East African Highway system, current traffic volume and traffic regulations of the various States and the traffic safety situation in general;

(c) collect, keep up to date and analyse data and information relating to roads in the Trans-East African Highway system;

(d) initiate the preparation of a master plan of development of the Trans-East African Highway network;

(e) assist in the establishment of the subsidiary bodies for project development, road research, standardization and facilitation of inter-State travel and trade, and guide and supervise their work;

(f) undertake missions to member and associate member countries to co-ordinate the planning, design, construction and maintenance of substandard sections of the Trans-East African Highway network;

(g) organize technical meetings, training workshops and seminars, particularly to improve the quality of highway subprofessionals in the subregion and thereby improve the quality of construction and standard of maintenance of the Trans-East African Highway system.

7. Duration of contract:

The Director of Technical Services of the Cairo-Gaborone Trans-East African Highway Authority shall be given a contract for four years, renewable by mutual agreement.

8. Salary and other benefits:

The initial net base salary of the Director of Technical Services shall be $US 14,000 per annum, plus prescribed annual allowances for post adjustment, installation and repatriation grants, dependency and education allowances and such other emoluments as are normally paid to an international civil servant.

VI. CAIRO-GABORONE TRANS-EAST AFRICAN HIGHWAY AUTHORITY

Post of Legal Adviser
(Post No. TEAHA 06)

1. Duty station:

2. Deadline for application:

3. Date for entry on duty:

4. Special note:

(a) Candidates must be nationals of a member or an associate member State;

(b) Applications should be sent to the Executive Secretary, United Nations Economic Commission for Africa, P.O. Box 3001, Addis Ababa, Ethiopia.

5. Qualifiection:

Candidates for the post of Legal Adviser of the Cairo-Gaborone Trans-East African Highway Authority must:

(a) have a university degree in law and a minimum of three years' professional experience in this field;

(b) have held responsible government posts in legal practice, and preferably be a member of the national bar association;

(c) be fluent in English or French, with a working knowledge of the other.

6. Duties and responsibilities:

The Legal Adviser of the Authority reports directly to the Deputy Director General and will have the rank of a division chief. He shall:

(a) review all existing legal documents of the Cairo-Gaborone Trans-East African Highway Authority, including the Statutes, the Headquarters Agreement with the host Government, contracts for professional services and other related matters and advise on any revisions, amendments and/or changes called for;

(b) draft the financial regulations to be applied to the Authority, draw up any new contracts for professional services, and assist in the preparation of appropriate legal documents for the establishment of subsidiary bodies such as the Inter-State Facilitation Commission and such other legal entities as the Governing Council may establish at the national level;

(c) assist in the review, preparation, adoption and/or implementation of the Road Transport Permits Agreements, the African Driving License Agreement, the Inter-African Vehicle Insurance Agreement, the Inter-State Transit Systems Agreement, the Convention on Free Movement of Persons and Goods, the border post currency exchange agreement and other legal instruments designed to promote the objectives of the Authority.

(d) advise on other legal matters, including acquisition and disposal documents of properity loan agreements; represent the Authority in litigation and other legal proceedings.

7. Duration of contract:

The Legal Adviser of the Authority shall be given a contract for four years, renewable by mutual agreement.

8. Salary and other benefits:

The net base salary of the Legal Adviser shall range from $US 13,000 to $US 13,500 per annum, plus prescribed annual allowances for post adjustment, installation and repatriation grants, dependency and education allowances and such other emoluments as are normally paid to an international civil servant.

VII. CAIRO-GABORONE TRANS-EAST AFRICAN HIGHWAY AUTHORITY

Post of Transport Economist/Planner

(Post No. TEAHA 07)

1. Duty station:

2. Deadline for application:

3. Date for entry on duty:

4. Special note:

(a) Candidates must be nationals of a member or an associate member State;

(b) Applications should be sent to the Executive Secretary, United Nations Economic Commission for Africa, P.O. Box 3001, Addis Ababa, Ethiopia.

5. Qualifications:

Candidates for the post of Transport Economist/Planner of the Cairo-Gaborone Trans-East African Highway Authority must:

(a) have a university degree in economics with a minimum of three years' professional experience in their field of competence;

(b) have served in government, in planning or in transport;

(c) be fluent in English or French, with a working knowledge of the other.

6. Duties and responsibilities:

The Transport Economist/Planner is the planning and programming officer of the Authority under the over-all supervision of the Director General and directly reporting to the Chief Engineer or the Director of Technical Services who would act as the Chief Engineer in 1981.

Taking account of the broad economic and social development of the area traversed by the Trans-East African Highway and its feeders, including national planning and investment, finance and credit, trade, land use and social development, the Transport Economist/Planner shall:

(a) analyse the financial requirements to bring the Trans-East African system to all-weather standard and determine funds required and funds likely to be available and thereby forecast annual figures projected over the first phase of four years, and for each succeeding five-year period thereafter, for a total of 14 years.

(b) in close co-ordination with national plans of Trans-East African highway countries, determine the prese t degree of rural development of member and associate member States, as it relates to agriculture, mining, industry, other modes of transport and population distribution, as a basis of economic and financial justification of improvement projects of the segments of the Trans-East African Highway and its feeders in each country;

(c) assist in the preparation of reports and studies required for negotiation with industrialized countries and international financial institutions to secure grants and/or loans for studies and construction projects, including project justification by means of cost/benefit analysis or the international rate of return method;

(d) perform such other related professional work as may be required.

7. Duration of contract:

The Transport Economist/Planner of the Authority shall be given a contract for four years, renewable by mutual agreement.

8. Salary and other benefits

The initial net base salary of the Transport Economist/Planner shall range from $US 12,500 to $US 13,000 per annum, plus prescribed annual allowances for post adjustment, installation and repatriation grants, dependency and education allowances and such other emoluments as are normally paid to an international civil servant.

VIII. CAIRO-GABORONE TRANS-EAST AFRICAN HIGHWAY AUTHORITY

Post of Construction/Maintenance Engineer

(Post No. TEAHA 08)

1. Duty station:

2. Deadline for application:

3. Date for entry on duty:

4. Special note:

(a) Candidates must be nationals of a member or an associate member State;

(b) Applications should be sent to the Executive Secretary, United Nations Economic Commission for Africa, P.O. Box 3001, Addis Ababa, Ethiopia.

5. Qualifications:

Candidates for the post of Construction/Maintenance Engineer of the Trans-East African Highway Authority must:

(a) have a degree in civil engineering, with a minimum of three years' professional experience in highway construction or maintenance;

(b) have been engaged in the national highway organization and have held a responsible post;

(c) be fluent in English or French, with a working knowledge of the other.

6. Duties and responsibilities:

The Construction/Maintenance Engineer shall:

(a) make a physical inspection of the highway from Cairo to Gaborone and of all the feeder roads, to have a first-hand knowledge of the condition of the network and assess the physical improvement required;

(b) develop and maintain a data bank of existing and programmed improvements for each classified segment of the network, which shall indicate such basic characteristics as base, surface, shoulders, ditches, drainage structures, right of way, traffic, and the kind of improvement, if any;

(c) develop estimates of unit construction and maintenance costs; and determine estimates of financing requirements relating to systematic upgrading of substandard sections to cope with projected traffic;

(d) assess the state of maintenance of the Trans-East African Highway and its feeders in each country, and determine whether any backlog of postponed maintenance is attributable to financial, institutional or other causes, and the quantified remedial measures required;

(e) assess the quality of road construction in each country, and whether poor workmanship and materials during construction or domination of construction industry by expatriate contractors or both, contribute to the current poor state of maintenance of the Trans-East African Highway system, and whether or not development of local construction enterprises would improve the situation;

(f) assess the roadside development potential of the area of influence of the Trans-East African Highway network, and log current road-user facilities such as resthouses, fuel and auto-servicing facilities, security, other aids and obstacles, and prepare, together with other professionals such as the Transport Economist/Planner, preliminary development plans and programmes;

(g) perform other related professional work as required.

7. Duration of contract:

The Construction/Maintenance Engineer of the Authority shall be given a contract for four years, renewable by mutual agreement.

8. Salary and other benefits:

The initial net base salary of the Construction/Maintenance Engineer shall range from $US 12,500 to $US 13,000 per annum, plus prescribed annual allowances for post adjustment, installation and repatriation grants, dependency and education allowances and such other emoluments as are normally paid to an international civil servant.

IX. CAIRO-GABORONE TRANS-EAST AFRICAN HIGHWAY AUTHORITY

Post of Administrative Assistant

(Post No. TEAHA 05)

1. Duty station:

2. Deadline for application:

3. Date for entry on duty:

4. Special note:

(a) Candidates must be nationals of a member or an associate member State;

(b) Applications should be sent to the Executive Secretary, United Nations Economic Commission for Africa, P.O. Box 3001, Addis Ababa, Ethiopia.

5. Qualifications:

Candidates for the post of Administrative Assistant of the Cairo-Gaborone Trans-East African Highway Authority must:

(a) be a university graduate majoring in public administration, with two years' practical experience in administration, or an equivalent training and experience;

(b) be a government civil servant holding an important post in administration;

(c) be fluent in English or French; a working knowledge of the other is desirable.

6. Duties and responsibilities:

Under the Deputy Director General, who shall fill the post of Chief of the Division of Administration and Finance, the Administrative Assistant shall be responsible for all executive and administrative duties of the Authority. He shall:

(a) plan and organize all secretarial duties, transporation arrangements and security matters;

(b) supervise all general service staff, including the cleaning and sanitation workers, and co-ordinate the distribution of work;

(c) supervise and monitor overtime work and maintain attendance and leave records of all staff;

(d) assist in matters of recruitment and extension of services of local staff as well as recommendations for promotion of general service staff;

(e) assist in the preparation of travel requests and the administrative arrangements for missions as well as the processing of claims;

(f) be responsible for all stationery/office equipment and the proper distribution of supplies, and ensure proper storage of equipment and supplies;

(g) ensure that the premises and all recorded Authority equipment therein are maintained in good condition, and that proper security is maintained and economy observed in the use of utilities (electricity, water, etc.);

(h) perform other administrative work as required.

7. Duration of contract:

The Administrative Assistant of the Authority shall be given a contract for four years, renewable by mutual agreement.

8. Salary

The net base salary of the Administrative Assistant ranges between $US 11,750 and $US 13,450 per annum.

HEADQUARTERS AGREEMENT
CONCERNING THE
CAIRO-GABORONE TRANS-EAST AFRICAN HIGHWAY AUTHORITY

AGREEMENT BETWEEN THE GOVERNMENT OF ..
AND THE CAIRO-GABORONE TRANS-EAST AFRICAN HIGHWAY AUTHORITY ESTABLISHING THE HEADQUARTERS OF THE AUTHORITY IN

Pursuant to Article 4 of the Constitution of the Cairo-Gaborone Tans-East African Highway Authority concerning the establishment of the Headquarters of the Authority.

Considering the need to conclude a headquarters agreement that would complete the Agreement establishing the Cairo-Gaborone Trans-East African Highway Authority in order to regulate matters arising from the establishment of the Authority in

Have agreed as follows:

TITLE ONE

Article 1 : Definition

1. For the purpose of this Agreement:

(a) "Authority" shall mean the Cairo-Gaborone Trans-East African Highway Authority;

(b) "Headquarters" shall mean the buildings, premises, constructions and land which at a given time are, in fact, occupied or utilized by the Authority;

(c) "Government" shall mean the Government of

(d) "Director General" shall mean the Director General of the Authority or any official designated by him to act in his behalf;

(d) "Competent authorities" shall mean the Government, municipal or other authorities of ...

(f) "Officials of the authority" shall mean the Director General and all members of the staff of the Authority, except those recruited locally on the basis of an hourly or daily wage scale.

TITLE TWO

Article 2 : Status, privileges and immunities

Headquarters

(a) The offices of the Authority shall be at the headquarters of the Authority; they may be moved only if the Authority so decides. Any temporary move of these offices to another place shall become permanent move only if the Authority has taken a specific decision to that effect;

(b) The Authority may establish, set up and utilize the research and documentation services and all the technical means needed to pursue its goals. These services and means shall be accompanied by appropriate guarantees, which shall be determined by agreement with the competent authorities;

(c) At the Authority's request, the competent authorities shall make arrangements, according to such conditions and terms as may be agreed to in a supplementary agreement, to ensure that the Authority is able to acquire and utilize appropriate premises for this purpose and so that the said premises may be included as part of the headquarters.

Article 3 : Immunity from seizure of property and asets

The property and assets of the Authority, no matter where they are located or in whose possession they may be, shall enjoy immunity from search, requisition, confiscation, expropriation or any form of seizure by the executive, legislative or judiciary branch.

Article 4 : Inviolability of premises

(a) Headquarters and all premises used by the Authority for its own needs or those of its staff shall be inviolable wherever they may be;

(b) The competent authorities shall demonstrate due diligence in ensuring that the peace of headquarters is not disturbed by unauthorized interruptions by groups of individuals from outside or by disturbances arising in the immediate vicinity; to that end they shall take such steps as are needed to maintain order around headquarters;

(c) Officials of whether they are administrative, law, armed forces or police officials may enter the headquarters only with the consent of the Director General and on such terms as may be set by him;

(d) If the Director General so requests, the competent authorities shall provide police in sufficient numbers to maintain order at headquarters and to expel individuals when requested to do so on the responsibility of the Director General of the Authority;

(e) The Authority shall ensure that Headquarters in no case becomes an open refuge for persons seeking to escape arrest under law, sought by the Government for extradition to another country or seeking to avoid being summoned before the courts.

Article 5 : Officials of the Authority

1. The officials of the Authority shall enjoy, in the territory of , the following privileges and immunities:

(a) Immunity from prosecution in respect of actions performed including words spoken and written in their official capacity. This immunity shall continue to be extended to them after they cease to exercise their functions;

(b) Immunity from arrest or detention;

(c) Immunity from seizure of their personal and official luggage;

(d) Freedom from taxation on salaries and emoluments paid by the Authority;

(e) Exemption from national service obligations;

(f) Neither they nor members of their family and household, shall be subject to immigration regulations and alien registration formalities;

(g) The same privileges concerning currency exchange as those granted the staff of similar rank of other international organizations and diplomatic missions established in ;

(h) The same repatriation facilities for themselves and members of their family and household as diplomatic envoys, in times of international crisis;

(i) Exemption except in the case of nationals of and permanent foreign residents of that country from all forms of direct taxation upon income from sources outside ; freedom to retain, within or elsewhere, foreign stock and other personal or real estate during the time that they are employed by the Authority and upon termination of such employment, freedom to take out funds in currencies other than local currency without restriction or limitation, provided that they can prove that they have acquired such funds by legitimate means;

(j) The right to import, duty-free and without any restriction, their furniture, personal effects and private automobiles. The same regulations shall apply to officials, other than nationals of and foreign permanent residents of in the case of the import, transfer or replacement of automobiles as apply to resident members of diplomatic missions of comparable rank.

2. All officials of the Authority shall be provided with a special identity card certifying that they are officials of the Authority and enjoy the privileges and immunities provided for in the present Agreement; the competent authorities shall recognize this document as valid.

Article 6 : Members of the Governing Council

Members of the Governing Council of the Authority representing the various Governments shall enjoy in the territory of during the performance of their functions and during the journey to or from headquarters, such privileges and immunities as are granted to diplomatic agents of similar rank under international law including the privileges and immunities cited in article V of the general convention on the privileges and immunities of OAU.

Article 7 : Raison d'etre and implementation of privileges and immunities

1. The privileges and immunities laid down in this Agreement are granted in the interest of the Authority not in the personal interest of those who benefit from them. The Director General of the Authority, with the agreement of the Chairman of the Governing Council of the Authority, has the right and the obligation to waive the immunity granted to an official in cases where he feels that the immunity should and can be waived without prejudice to the interests of the Authority.

2. The Authority shall co-operate at all times with the authorities to facilitate the proper administration of justice, to ensure observance of police regulations and prevent any abuse of the privileges, immunities and facilities referred to in this Agreement.

TITLE THREE

Article 8 : Communications, transport

1. For its official communications and the conveyance of any document the Authority shall enjoy in the same treatment as is given by the Government to the other international organizations and foreign diplomatic missions established in .

2. The official correspondence and other means of communications of the Authority shall not be subject to any censorship. Such immunity shall be extend, inter alia, but not be limited - to publications, documents, maps, photographs. films, sound recordings and other scientific recordings which are intended for use by the Authority in its work and activities and which the latter may send or receive either by courrier or in closed bags enjoying the same privileges and immunities as diplomatics as diplomatic courriers and pouches.

3. For official purposes, the Authority is entitled to use the transport facilities operated by the Government on the same terms as regards rates and treatment as those granted to diplomatic missions and other international organizations established in .

Article 9 : Access and residence

1. The competent Authorities shall grant the persons listed below the right to enter and leave, to stay in and pass through territory when necessary for the smooth performance of their duties:

(a) members of the Governing Council of the Authority and their spouses;

(b) officials of the Authority and their families;

(c) persons other than officials of the Authority on official mission for the Authority and their spouses;

(d) persons invited to headquarters on official business whose names shall be communicated to the Government by the Director General of the Authority;

(e) persons participating in meetings, seminars or workshops convened or organized by the Authority.

2. Every facility shall be extended to them to expedite their journey; the necessary visas shall be issued to them as soon as possible and free of charge.

3. It is understood that the provisions of paragraph 1 above shall not apply in the event of a general interruption of transport services and shall not stnad in the way of the law and general regulations applicable to the operation of transport facilities.

4. At the request of the Director General, the Government shall provide international officials of the Authority with suitable accommodation at a reasonable rent.

5. Implementation of all these provisions shall not exempt persons claiming the right to them from the need to produce sufficient proof that they do, in fact, fall within the categories mentioned in paragraph 1 of this article.

Article 10 : Co-operation between the Government and the Authority, interpretation and amendment of the agreement, settlement of disputes

Facilities:

1. The Government shall do all that is necessary to ensure that its technical services, universities and other educational establishments wholeheartedly support the Authority, specifically as regards such matters as the organization of conferences, seminars and field studies.

2. The Government shall also authorize any land transport vehicle utilized by or for the Authority to enter, traverse, move and stay within and leave its territory for such purposes as require the use of such vehicles in such areas as may be agreed by the Government and the Authority. Said vehicles shall be exempt from all dues except those payable for services actually rendered, and from all duties and charges imposed for entering, moving and staying in, passing through and departing from . Personnel assigned to such vehicles shall enjoy immunity from prosecution in respect of

actions performed in their official capacity. The Authority shall, however, see to it that its transport vehicles or those utilized on its behalf observe all the laws and regulations in effect in , specifically the laws and regulations concerning the maintenance and use of such vehicles; it shall itself take out or have others take out insurance for any damage that might be occasioned in connexion with the utilization of these vehicles.

Article 11 : Implementation and interpretation

1. The Government and the Authority shall be empowered to conclude such additional agreements as may be necessary for the purpose of this Agreement.

2. Wherever this Agreement imposes obligations on the competent authorities, responsibility for the implementation of these obligations shall fall upon the Government.

3. The provisions of this Agreement and of such additional agreements as may be concluded shall be interpreted and implemented in the light of the purpose of the Agreement or main purposes of the agreements to enable the Authority to fully and effectively carry out its responsibilities and to achieve the goals that have been set for it.

Article 12 : Amendment of the Agreement

This Agreement may be amended by mutual conset of the two contracting parties, each party beirg obliged to give all the necessary consideration to requests for amendment submitted by the other.

Article 13 : Settlement of disputes

Any dispute that may arise between the Government and the Authority concerning the interpretation or implementation of this Agreement or any additional agreement shall, if it cannot be settled through negotiation,

be submitted to a tribunal consisting of three members, one of whom shall be appointed by the Chairman of the Governing Council, on behalf of the Authority, another by the Government while the thrid shall be chosen by the first two or, if they cannot agree, by the Chairman of the Commission for Mediation, Conciliation and Arbitration of the Organization of African Unity.

Article 14 : Final provisions

1. This Agreement and any additional agreement concluded by the Government and the Authority under the terms of reference of this Agreement shall terminate one year after either party informs the other, in writing, of its decision to cancel the Agreement or any additional agreement, except as concerns provisions that may apply to the normal cessation of activities of the Authority in and the cession of its property.

2. This Agreement shall enter into force upon the date of its signature by duly accredited representatives of the Government and of the Authority.

3. Done, in French and English in ten copies each,
on _____ 1980.

For the Government of

For the Cairo-Gaborone Trans-East African Highway Authority